

Code of Conduct on social responsibility

Scope: Worldwide for all locations and organizations of
MEG Murrelektronik GmbH Beteiligungen

Creator: Management

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- 1. Murrelektronik social responsibility**
- 2. Conduct toward employees and employees in the value chain**
 - Human rights
 - Fair working conditions
 - Occupational health and safety
 - Training and career management
- 3. Conduct as a member of society**
 - Environmental protection and sustainability
 - Social responsibility
 - Sponsorship and politics
 - Appearance and communication in public
- 4. Conduct in a business environment**
 - Compliance with applicable law
 - Conflicts of interest
 - Fair competition
 - Antitrust law
 - Relationships with business partners
 - Cooperation with business partners
 - Product safety
- 5. Handling of information and company property**
 - Independent and responsible reporting
 - Data protection and IT security
 - Confidential information
 - Protection of intellectual and material property
- 6. Compliance with the Code of Conduct**
 - Scope of application
 - Obligations of managers
 - Contact persons, support and assistance
 - Dealing with errors and violations of rules

1 Murrelektronik social responsibility

This Code of Conduct is based on a common fundamental understanding of socially responsible corporate management. This means that, as part of Murrelektronik, we consider the consequences of our business decisions and actions in economic, technological as well as social and ecological terms. The contents of this Code of Conduct correspond to our common values, which go beyond generally applicable ethical principles. We actively work towards observance of and sustained compliance with the following principles.

For us, these principles do not just represent compliance with the law. We understand them as a personal willingness to act dutifully and conscientiously. The diversity of our activities, employees¹ and business partners requires responsible behaviour in all areas. Our Code of Conduct stands for a value proposition by Murrelektronik and its Managing Directors and at the same time forms a guideline for company employees. We can only secure long-term, sustainable success if we act with integrity and ethically impeccable behaviour.

2 Conduct towards employees and employees in the value chain

Human rights

A culture of mutual trust, equal opportunities, and mutual respect is our highest priority. We are guided by the principles of the United Nations and comply with human rights in accordance with the UN Charter of Human Rights.

We promote equal opportunities and prevent discrimination, in particular when hiring employees, when promoting or granting training and further training measures and when taking disciplinary measures. We treat all employees equally, regardless of gender, age, skin color, culture, ethnic origin, sexual identity, disability, religious affiliation, ideology, or other reasons covered by the prohibition of discrimination. We promote a working environment characterized by respect and tolerance, in which the value and dignity of each individual is recognized and all employees treat each other with courtesy and honesty. Harassment, bullying, and intimidation are prohibited and will not be tolerated by us.

Fair working conditions

We respect the principles of the International Labor Organization on fundamental principles and rights at work in accordance with national laws and customs.

We adhere to the legal regulations to ensure fair working conditions, including those on remuneration, working hours and the protection of privacy. Remuneration and other benefits correspond at least to the respective national and local legal standards or the level of the national economic sectors and regions.

We respect the rights to freedom of association and collective bargaining in accordance with applicable laws and regulations. We reject forced, compulsory, and child labor, as well as any form of exploitation and modern slavery, and ensure strict compliance with relevant laws.

We recognize the right of all employees to form employee representatives.

Occupational safety and health protection

The safety and health of our employees are just as important to us as the quality of our products and our economic success. We ensure a healthy and safe working environment for our employees by complying with the laws and regulations relating to health and safety in the workplace. We ensure that processes, production facilities and resources comply with statutory and internal requirements for occupational safety as well as health, fire and environmental protection regulations.

Occupational safety and health protection are an integral part of all operational processes and are included in technical, economic, and social considerations as early as the planning phase. With the help of our occupational health management system, we ensure a protective and preventive working environment. In the event of accidents at work, a standardized procedure ensures that help can be provided quickly. Corresponding emergency plans for disaster control exist.

The unlawful use of private security forces to enforce corporate interests is strictly prohibited. We undertake to use security services exclusively within the framework of applicable laws and regulations.

¹ This Code of Conduct does not differentiate according to gender. The use of male pronouns serves only for better readability and should be understood as gender-neutral.

Each of our employees is committed to promoting safety and health protection in their work area and adheres to the regulations on occupational health and safety.

It is the responsibility of managers in particular to ensure that appropriate procedures and protective measures, such as ergonomic workplace design, are in place to ensure health and safety at work. In addition, our managers are obliged to instruct and support their employees in fulfilling this responsibility.

Training and career management

We provide targeted training for our employees and support them in the continuous development of their professional and personal skills. Our goal is to offer every employee long-term and individual career prospects at Murrelektronik. Through transparent development paths, regular feedback meetings, and tailored training opportunities, we create an environment in which potential is recognized and strengthened.

3 Conduct as a member of society

Environmental protection and sustainability

Sustainable environmental and climate protection as well as resource efficiency are important corporate goals for us. We comply with applicable environmental protection regulations and strive for the responsible use and procurement of natural resources (e.g., water, energy, materials, and land) in the manufacture and distribution of our products and services.

Every employee is responsible for treating natural resources with care and contributing to the protection of the environment and climate through their individual behavior.

Both in the development of new products and services and in the operation of production facilities, we strive to ensure that all impacts on the environment, deforestation, animals, biodiversity and climate are kept to a minimum and that our products make a positive contribution to environmental and climate protection for our customers. We promote the responsible use of raw materials and ensure that products can be disposed of or recycled at the end of their use phase in accordance with applicable environmental and recycling regulations.

We avoid the use of non-renewable resources and hazardous substances wherever possible. When handling chemicals, waste, or other materials that could pose a risk to the environment or human health, these are labeled accordingly and care is taken (in accordance with the Basel, Stockholm, and Minamata Conventions) to ensure safety, especially during use, storage, and disposal.

Social responsibility

As a family-owned company, Murrelektronik is committed to acting reliably and responsibly—not only toward our employees, but also toward the region and the people around our branches and plants worldwide. We contribute to the social and economic development of the country and regions in which we operate and support appropriate voluntary activities by our employees.

We firmly reject any form of land grabbing. Our company is committed to not acquiring land illegally or infringing on the land rights of local communities (all land use is in accordance with international standards, national laws, and takes into account the rights and needs of the local population. Respectful treatment of natural resources and human rights is our top priority). We expressly recognize the rights of minorities and indigenous peoples and commit ourselves to protecting them. In particular, we respect their land, forest, and water rights, which are central to their culture, existence, and well-being.

Sponsorship and politics

When making donations, we ensure that the use and recipients of the donation are clearly traceable. Donations to individuals and payments to private accounts are not permitted.

It should be noted that Murrelektronik does not make any donations to political parties or organizations. All donations and local sponsorship activities must be approved by the management.

Business relationships with government agencies are often subject to particularly strict requirements. In dealing with governments and authorities, we always act honestly and transparently in accordance with applicable law. This applies e.g. for contacts with authorities in day-to-day business (for necessary licenses, permits or contracts), for political lobbying or official inquiries (requests for information, official investigations, legal proceedings).

Appearance and communication in public

We respect the right to freedom of expression as well as the protection of personal rights and privacy. Every employee should be aware that they can also be perceived as a part and representative of Murrelektronik in their private life and are therefore called upon to protect the reputation of the company through their behaviour and appearance in public. In the case of private expressions of opinion, we ensure that there is no relation between the respective function or activity in the company and the private expression.

When using social media, we pay attention to the reputation of Murrelektronik, do not pass on any confidential or sensitive company information and respect the privacy of our colleagues and business partners. Detailed information on responsible behaviour is set out in our social media guidelines

4 Conduct in the business environment

Compliance with applicable law

Compliance with laws and regulations is a matter of course for us and an essential basic principle of economically responsible conduct. We observe the applicable legal prohibitions and obligations – both at national and international level. This is the only way to ensure our business success worldwide. All employees are obliged to act within this legal framework.

In individual countries, business areas, or markets, or in relation to business partners, stricter regulations may apply than those described in this Code of Conduct. In such cases, the stricter rules apply.

Conflicts of interest

At Murrelektronik, business decisions are made independently and based on economic and ethical considerations. Our own profit interests, family or friendly relationships with business partners play no role. Conflicts of interest with private interests or further economic or other activities, including those of relatives or other related persons or organizations, should be avoided right from the start. Should they nevertheless occur, they must be resolved in accordance with the law. Transparent disclosure of the conflict is a prerequisite for this. Employees who are affected by a possible or actual conflict of interest are obliged to inform their line manager quickly so that a quick resolution can be brought about

Fair competition

Murrelektronik pursues clean and recognized business practices; in competition, we focus on professional conduct and high-quality work. We are convinced that the excellent quality of our products and services is the key to our success. We therefore maintain transparency in our dealings with our customers, suppliers and authorities and corresponding international anti-corruption standards, as well as applicable anti-corruption and bribery laws.

Relationships and agreements with competitors, suppliers, distributors, and dealers that impair fair competition are prohibited by law. These include, for example, price fixing, the division of customers or sales territories between competitors, anti-competitive boycotts, and other unfair competitive practices.

Antitrust law

We are committed to complying with applicable antitrust and competition law and seek advice from experts on antitrust and competition law issues. We are committed to fairness in our dealings with our business partners. We therefore support fair and undistorted competition in compliance with competition and antitrust law. We therefore do not make any arrangements or agreements with competitors or business partners that could be capable of influencing market behaviour in an impermissible manner.

Relationships with business partners

In competing for orders, we rely on the quality and benefits of our products and services for our customers as well as at reasonable prices. Contributions of any kind by employees to public officials or employees of other companies with the aim

of receiving orders or unreasonable advantages for Murrelektronik or other people are not permitted. Employees are not allowed to use their position or function in the company to demand, accept or obtain personal advantages

Cooperation with business partners

We act carefully and responsibly when selecting business partners. We expect our partners to comply with legal regulations in the same way as we do our employees. National and international laws regulate the import, export, or domestic trade of goods, technologies, or services, the handling of certain products as well as capital and payment transactions. In international trade, we ensure that transactions with third parties do not violate applicable economic embargoes or regulations on trade, import and export controls or to combat the financing of terrorism. We strictly adhere to all laws and regulations to combat money laundering.

Product safety

We define ourselves as a close partner of our customers. Long-term customer relationships serve our business success. It is therefore our aim to offer our customers safe and flawless products and services of high quality. Products and services must not have any defects or dangerous properties that could impair health or damage property

5 Handling of information and company property

Independent and responsible reporting

We value open and truthful reporting and communication about the company's business transactions to investors, employees, customers, business partners, the general public, and government institutions. Our company's business transactions and documents must be accurate and proper. We record and document all business transactions, assets, and liabilities in accordance with financial reporting rules and legal requirements. To ensure proper documentation and storage of documents, the highest level of accuracy, completeness, and responsibility in all business processes is essential. Documents relevant to financial accounting must not be deliberately entered with false or misleading information. Any form of balance sheet manipulation is prohibited.

Every responsible employee ensures that both internal and external reports, records, and other company documents comply with applicable legal regulations and standards and are therefore always complete and accurate, and made in a timely and system-based manner.

Data protection and IT security

The protection of personal data, especially that of employees, customers, and suppliers, is of utmost importance to Murrelektronik. Any deficiencies identified are immediately reported to the responsible data protection officer for clarification. Detailed information can be found in our privacy policy.

IT systems are used and data is processed on a regular basis in everyday business. This requires appropriate security measures (passwords, approved technologies, and licensed software) to ensure the protection of intellectual property and personal data. Failure to comply with necessary security measures can have serious consequences, such as data loss, theft of personal data, or copyright infringement. All employees are obliged to take the necessary measures to ensure the security of IT systems against internal and external misuse and threats (e.g., misuse of assigned passwords or downloading inappropriate material from the Internet). The IT department is the right contact for questions and problems.

Confidential information

We take the necessary steps to appropriately protect confidential information and business documents from being accessed and viewed by uninvolved colleagues and other third parties. We comply with insider trading laws and do not divulge inside information about our or any other company.

Protection of intellectual and material property

We use the company's property and resources appropriately and carefully and protect them from loss, theft, or misuse. Our company's intellectual property represents a competitive advantage for Murrelektronik and is therefore an asset worth protecting, which we defend against any unauthorized access by third parties.

We use the company's tangible and intangible property exclusively for business purposes and not for personal purposes, unless expressly permitted.

Improper use for other purposes, in particular inappropriate personal, illegal, or other unauthorized purposes, is prohibited. Any form of fraud is prohibited, regardless of whether it damages company assets or the assets of third parties.

6 Compliance with the Code of Conduct

Scope

This Code of Conduct applies to all branches and business units of MEG Murrelektronik GmbH Beteiligungen worldwide.

We share the basic principles of ethical behavior, social commitment, and environmentally friendly conduct with our suppliers, subcontractors, representatives, and consultants. We communicate our guiding principles to our business partners and motivate them to base their actions on the same standards.

Obligations of managers

Our managers serve as role models and are held to a particularly high standard of accountability in accordance with the Code of Conduct. They are the first point of contact for questions regarding the understanding of the regulations and ensure that all employees know and understand the Code of Conduct. As part of their management responsibilities, they prevent unacceptable behavior and take appropriate measures to prevent violations of the rules in their area of responsibility. Trusting and good cooperation between employees and managers is reflected in honest and open communication and mutual support.

Contact persons, support, and assistance

All guidelines mentioned in the Code of Conduct can be found on the intranet. Further information about the Code of Conduct and its requirements can be found in the KnowledgeBase. If you have any doubts about correct behavior, the guidelines there offer initial assistance. The open discussion of concerns makes a decisive contribution to misconduct occurring less often or being recognized and corrected at an early stage. That is why we value an open atmosphere in which employees can turn to their superiors or management without hesitation and in confidence, even with critical issues. Managers encourage open discussions, stand by their employees and deal with any concerns they have expressed fairly and without prejudice.

If employees still have reservations about discussing their concerns with a contact person in their immediate vicinity, or if this has no effect, they can contact the complaints office at any time. Indications of possible violations of the law or guidelines that affect people and companies of Murrelektronik can be reported via the compliance complaint management. The relevant contact details are available on the Murrelektronik website. Employees who report information about non-compliance with the Code of Conduct in good faith will not be disadvantaged. Any information supplied will be kept in strict confidence.

Dealing with errors and rule violations

In the event of violations of this Code of Conduct, appropriate measures will be taken to ensure proper clarification. The priority is to try to settle the matter by explaining the meaning of our Code of Conduct to the employees concerned and thereby encouraging them to change their behaviour. However, it is also possible to impose labour or disciplinary measures within the framework of the applicable regulations.